

ALCOHOL, DRUG ADDICTION AND MENTAL HEALTH SERVICES BOARD OF CUYAHOGA COUNTY

EXECUTIVE COMMITTEE MINUTES

APRIL 15, 2015

Committee Members Present: David E. Biegel, Ph.D., Reginald C. Blue, Ph.D., Eugenia Cash, LSW, MSSA, CDCA, Pythias D. Jones, M.D., Harvey A. Snider, Esq., Mary R. Warr, M.Ed. / **Absent:** J. Robert Fowler, Ph.D., Rev. Benjamin F. Gohlstin, Sr. / **Board Staff Present:** William M. Denihan, C.E.O., Michael Doud, Valeria Harper, Carol Krajewski, Scott Osiecki, Starlette Sizemore-Rice, Linda Torbert

Board Chair, Eugenia Cash, called the Executive Committee meeting to order at 3:00 p.m.

1. APPROVAL OF MINUTES

The Executive Committee minutes of March 11, 2015 were approved as submitted.

2. EXECUTIVE SESSION

Ms. Cash, announced the need to enter into Executive Session for the purpose of discussing the Evaluation of the Chief Executive Officer (CEO), Salary Review, CEO Contract and Goals. Ms. Cash explained that Mr. Denihan would be permitted to stay for a preliminary portion of the Executive Session to provide comments on the topics listed and then would be excused from the meeting room to allow further discussion by the Executive Committee.

Motion to enter into Executive Session. MOTION: D. Biegel / SECOND: H. Snider / A roll call vote was taken. AYES: D. Biegel, R. Blue, E. Cash, P. Jones, H. Snider, M. Warr / NAYS: None / **Motion carried.**

Motion to exit the Executive Session and resume the business of the Executive Committee Meeting.

MOTION: H. Snider / SECOND: R. Blue / A roll call vote was taken. / AYES: D. Biegel, R. Blue, E. Cash, P. Jones, H. Snider, M. Warr / NAYS: None / **Motion carried.**

3. OPEN SESSION

Ms. Cash highlighted discussion items from the Executive Session. It was suggested that for future CEO performance evaluations, the format for sharing reviewer's responses for open-ended questions should remove individual Board member's names and group responses from the open-ended questions into themes or categories that can also reflect the total number of responses received and/or percentages.

On behalf of the Executive Committee, Ms. Cash repeated for the record that the Executive Committee had successfully completed a performance evaluation of William M. Denihan, Chief Executive Officer, discussed compensation issues and the retention of Mr. Denihan as the Chief Executive Officer. The following elements of the contract will be considered through the form of a motion:

- Entering into a 25-month employment contract with Mr. Denihan from July 1, 2015 through August 1, 2017.
- Providing a 3% raise in salary for the period of January 1, 2014 through June 30, 2014, retroactive to January 1, 2014, bringing the Chief Executive Officer's salary to \$159,883.63.
- Providing a 3% raise in salary for the period of July 1, 2014 through June 30, 2015, retroactive to July 1, 2014, bringing the Chief Executive Officer's salary to \$164,680.14.
- A decision regarding a salary increase for the period of July 1, 2015 through June 30, 2016, will be made by the Executive Committee following a pay range analysis for the Chief Executive Officer position to be performed by BVU: The Center for Nonprofit Excellence.
- A decision regarding a salary increase from July 1, 2016 through August 1, 2017 to be determined.
- An increase in the Chief Executive Officer's Expense Account from \$1,500 to \$3,000.
- No cap on the accrual and payout of accumulated vacation time that will be paid out to Mr. Denihan at the end of the employment contract.
- Offer and acceptance of this employment contract is based on the ADAMHS Board contracting with BVU: The Center for Nonprofit Excellence to immediately begin a succession plan for the CEO position and to evaluate the salary range of CEO and determine salary for contract period of July 1, 2015 to June 30, 2016 and July 1, 2016 to August 1, 2017.

The following performance goals were established between the Executive Committee and the CEO that will be added to the CEO Contract:

1. Prepare a Recovery Oriented System of Care.
2. Develop comprehensive recommendations to Mayor and US Attorney on mental health for Cleveland Police Department, and implement upon acceptance of recommendations.
3. Begin the development of sober beds (long term) to address the heroin epidemic.
4. Employment - Establish a temporary help firm with a treatment provider for jobs for our clients.
5. Continuum of Care - Address the high users of Non-Medicaid and Medicaid.
6. Increase Youth participation.
7. Timely implementation of the multi-county crisis stabilization unit.
8. Ensure cultural competency & diversity, where practical, in all contracts, services & operations of the Board.
9. Document a Management Plan.
10. Succession Planning.
11. Dedicated Levy.
12. Marijuana Legislation.
13. Add metrics to Evaluation.
14. Annual Performance Summary for Providers annually.

Motion to recommend approval of the proposed CEO Contract with William M. Denihan to the full Board.

MOTION: E. Cash / SECOND: D. Biegel / AYES: D. Biegel, R. Blue, E. Cash, P. Jones, H. Snider, M. Warr
NAYS: None / ABSTAIN: None / **Motion carried.**

• **Lease Agreement**

Ms. Cash announced that the Lease Agreement would be removed from the agenda as additional time is needed to negotiate the parking issues identified.

• **Faith-based Subcommittee**

Mr. Denihan read into the record the memorandum addressed to Faith-based Outreach Committee Chair, Mary Warr, dated 4/09/15 regarding the dissolution of the Faith-based Outreach Subcommittee and the rationale for the decision. (The document is attached to the original minutes stored in the Executive Unit.)

Ms. Warr noted her agreement with the memo's content and echoed the remarks regarding the excellent work of the Subcommittee. She supports the concept of a Request for Information in order to accomplish the mission of the Faith-based Outreach Committee and its Action Plan. She also noted her interest in learning what other larger ADAMHS Board counties since as Franklin and Hamilton Counties are doing in the faith-based arena.

Motion to recommend support of dissolving the Faith-based Outreach Subcommittee and authorization to move forward with a Request for Information to accomplish the Faith-based recommendations to the full Board.

MOTION: M. Warr / SECOND: R. Blue / AYES: D. Biegel, R. Blue, P. Jones, H. Snider, M. Warr / NAYS: None / ABSTAIN: None / **Motion carried.**

6. NEW BUSINESS

Mr. Denihan noted that the Ohio House of Representatives Finance Committee released a substitute version of the SFY2016-2017 budget bill. To date, the budget document does not include a restoration of the \$30 million per year in the OhioMHAS 421 Continuum of Care line item. On Friday, 4/17/15, Mr. Osiecki will represent Mr. Denihan at the Ohio Association of County Behavioral Healthcare Authorities (OACBHA) meeting where this bill will be discussed in further detail.

There being no further business to discuss, the meeting adjourned at 4:00 p.m.

Submitted by: Carol Krajewski, Executive Specialist

Approved by: Eugenia Cash, LSW, MSSA, CDCA, ADAMHS Board Chairperson